

2016
City of Des Moines - Index of Positions and Pay Schedule *
General Employees

Range	Positions	FTE	Step A	Step B	Step C	Step D	Step E
G-5	Program Assistant - Senior Services	0.50	33,684 2,807 16.19	35,364 2,947 17.00	37,128 3,094 17.85	38,988 3,249 18.74	40,932 3,411 19.68
G-11	Office Assistant - Marina	1.00	42,612 3,551 20.49	44,748 3,729 21.51	46,980 3,915 22.59	49,332 4,111 23.72	51,804 4,317 24.91
G-12	Records Specialist - Police	5.00	44,316	46,536	48,864	51,312	53,880
	Office Assistant - Community Development	1.00	3,693	3,878	4,072	4,276	4,490
	Recreation Specialist - Events/Facility Rentals	0.72	21.31	22.37	23.49	24.67	25.90
	Recreation Specialist - Recreation Programs	1.45					
	Recreation Specialist - Senior Services	0.72					
G-13	Evidence Specialist	0.80	46,092	48,396	50,820	53,364	56,028
	Office Specialist - Recreation	1.00	3,841 22.16	4,033 23.27	4,235 24.43	4,447 25.66	4,669 26.94
G-15	Assistant Mechanic	0.40	49,860	52,356	54,972	57,720	60,612
	Permit Coordinator	2.00	4,155	4,363	4,581	4,810	5,051
	Senior Secretary - Police	1.00	23.97	25.17	26.43	27.75	29.14
G-17	Accounting Specialist - Accounts Payable	1.00	53,928	56,628	59,460	62,436	65,556
	Accounting Specialist - Treasury	1.00	4,494	4,719	4,955	5,203	5,463
	Administrative Assistant - PRSS	1.00	25.93	27.23	28.59	30.02	31.52
	Administrative Assistant - PBPW	1.00					
	Engineering Aide - SWM	1.00					
	Mechanic	1.00					
G-18	Court Marshal	0.50	56,076	58,884	61,824	64,920	68,172
	Court Security Officer	0.70	4,673 26.96	4,907 28.31	5,152 29.72	5,410 31.21	5,681 32.78
G-19	Maintenance Manager - Marina	1.00	58,320	61,236	64,296	67,512	70,884
	Office Manager - Marina	1.00	4,860	5,103	5,358	5,626	5,907
	Office Manager - Police	1.00	28.04	29.44	30.91	32.46	34.08
	Payroll/Benefits Specialist	1.00					
	Recreation Coordinator - Events/Facility Rentals	1.00					
	Recreation Coordinator - Recreation Programs	1.00					
G-20	Engineering Technician - SWM	2.00	60,660	63,696	66,876	70,224	73,740
	Executive Assistant/HR Technician	1.00	5,055	5,308	5,573	5,852	6,145
	GIS Administrator	1.00	29.16	30.62	32.15	33.76	35.45
	Paralegal	1.42					
	Probation Officer	0.60					
G-21	Building Inspector/Plans Examiner	1.00	63,084	66,240	69,552	73,032	76,680
	Electrical/Building Inspector/Plans Examiner	1.00	5,257	5,520	5,796	6,086	6,390
	Senior Accounting Specialist	0.50	30.33	31.85	33.44	35.11	36.87
	Staff Accountant	1.00					
G-22	Information Systems Administrator	1.00	65,604	68,880	72,324	75,936	79,728
	Land Use Planner II	1.00	5,467 31.54	5,740 33.12	6,027 34.77	6,328 36.51	6,644 38.33
G-23	Asst Bldg Official/Electrical/Bldg Inspector	1.00	68,232	71,640	75,228	78,984	82,932
	Engineering Inspector	1.00	5,686 32.80	5,970 34.44	6,269 36.17	6,582 37.97	6,911 39.87
G-25	Civil Engineer I	2.00	73,800 6,150 35.48	77,496 6,458 37.26	81,372 6,781 39.12	85,440 7,120 41.08	89,712 7,476 43.13

*Note: Wages shown do not reflect a 4% reduction due to mandated furloughs

2016
City of Des Moines - Index of Positions and Pay Schedule *
Exempt Employees & Directors

Exempt Employees

<u>Range</u>	<u>Positions</u>	<u>FTE</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
E-20	Prosecuting Attorney	1.00	60,108 5,009	63,108 5,259	66,264 5,522	69,576 5,798	73,056 6,088
E-24	Senior Accountant	1.00	70,320 5,860	73,836 6,153	77,532 6,461	81,408 6,784	85,476 7,123
E-25	City Clerk	1.00	73,140	76,800	80,640	84,672	88,908
	Senior Services Manager	1.00	6,095	6,400	6,720	7,056	7,409
	Senior Planner						
E-26	Assistant City Attorney	1.00	76,056	79,860	83,856	88,044	92,448
	Maintenance Superintendent	1.00	6,338	6,655	6,988	7,337	7,704
E-28	Capital Improvement Projects Manager	1.00	82,272	86,388	90,708	95,244	100,008
	Civil Engineer II	1.00	6,856	7,199	7,559	7,937	8,334
E-30	Associate Transportation Engineer	1.00	88,980	93,432	98,100	103,008	108,156
	Building Official	1.00	7,415	7,786	8,175	8,584	9,013
	Finance Operations Manager	1.00					
	Human Resources Manager	1.00					
	Information Systems Manager	1.00					
E-31	Court Administrator	1.00	92,544 7,712	97,176 8,098	102,036 8,503	107,136 8,928	112,488 9,374
E-32	Community Development Manager	1.00	96,240 8,020	101,052 8,421	106,104 8,842	111,408 9,284	116,976 9,748
E-34	Transportation/Engineering Services Manager	1.00	104,088	109,296	114,756	120,492	126,516
	Surface Water/Environmental Engineering Mgr	1.00	8,674	9,108	9,563	10,041	10,543

Directors

<u>Range</u>	<u>Positions</u>	<u>FTE</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
D-33	Harbormaster	1.00	97,020 8,085	101,868 8,489	106,956 8,913	112,308 9,359	117,924 9,827
D-37	Parks, Recreation & Senior Services Director	1.00	113,496 9,458	119,172 9,931	125,136 10,428	131,388 10,949	137,952 11,496
D-38	Finance Director	1.00	118,044	123,948	130,140	136,644	143,472
	Planning, Building & Public Works Director	1.00	9,837	10,329	10,845	11,387	11,956
D-39	Asst City Mgr/Economic Development Director	1.00	122,760	128,904	135,348	142,116	149,220
	Chief of Police	1.00	10,230	10,742	11,279	11,843	12,435
	City Attorney	1.00					
N/A	Municipal Court Judget	0.80	Washington Citizens' Commission on Salaries for Elected Officials \$154,836 divided by 1,820 hours x 1664 hours x 95% = \$134,486				

*Note: Wages shown do not reflect a 4% reduction due to mandated furloughs

2016
City of Des Moines - Index of Positions and Pay Schedule
Teamsters Local 763

<u>Range</u>	<u>Positions</u>	<u>FTE</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
T-15	Harbor Attendant	4.00	51,480	54,060	56,760	59,604	62,580
	Maintenance Worker - Parks	2.00	4,290	4,505	4,730	4,967	5,215
	Maintenance Worker - Public Works	2.00	24.75	25.99	27.29	28.66	30.09
	Maintenance Worker - PW & SWM	4.60					
T-16	Traffic Control Specialist	1.00	53,532	56,208	59,016	61,968	65,064
			4,461	4,684	4,918	5,164	5,422
			25.74	27.02	28.37	29.79	31.28
T-18	Senior Maintenance Worker - Facilities		57,900	60,792	63,828	67,020	70,368
	Senior Maintenance Worker/Lead - Parks		4,825	5,066	5,319	5,585	5,864
	Senior Maintenance Worker/Lead - Streets		27.84	29.23	30.69	32.22	33.83
	Senior Maintenance Worker/Lead - SWM						

2016
City of Des Moines - Index of Positions and Pay Schedule*
Court Clerks IAM District 160

Range Positions	FTE	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
C-13 Court Clerk	2.50	46,068	48,372	50,796	53,340	56,004
		3,839	4,031	4,233	4,445	4,667
		22.15	23.26	24.42	25.64	26.93
C-19 Lead Court Clerk	1.00	58,308	61,212	64,272	67,488	70,860
		4,859	5,101	5,356	5,624	5,905
		28.03	29.43	30.90	32.45	34.07

*Note: Wages shown do not reflect a 4% reduction due to mandated furloughs

2016
City of Des Moines - Index of Positions and Pay Schedule
Des Moines Police Guild

<u>Range</u>	<u>Positions</u>	<u>FTE</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>
<u>NOT SETTLED - 2014 Pay Schedule:</u>								
P-16	Animal Control Officer		47,856	50,244	52,752	55,392	58,164	
	Community Service Officer		3,988	4,187	4,396	4,616	4,847	
			23.01	24.16	25.36	26.63	27.96	
P-17	Master Community Service Officer I	1.00			54,864	57,612	60,492	61,704
					4,572	4,801	5,041	5,142
					26.38	27.70	29.08	29.67
P-18	Master Community Service Officer II	1.00	51,768	54,360	57,084	59,940	62,940	
			4,314	4,530	4,757	4,995	5,245	
			24.89	26.13	27.44	28.82	30.26	
P-20	Police Officer I			58,764	61,704	64,788	68,028	
				4,897	5,142	5,399	5,669	
				28.25	29.67	31.15	32.71	
P-20	Master Animal Control Officer I							69,384
								5,782
								33.36
P-21	Master Animal Control Officer II	1.00			64,188	67,392	70,764	
					5,349	5,616	5,897	
					30.86	32.40	34.02	
P-22	Police Officer II	5.00			69,432	72,900	76,548	
					5,786	6,075	6,379	
					33.38	35.05	36.80	
P-25	Master Police Officer I	2.00			78,120	82,032	86,136	87,864
					6,510	6,836	7,178	7,322
					37.56	39.44	41.41	42.24
P-26	Master Police Officer II	2.00		77,376	81,240	85,308	89,568	91,356
	Master Police Officer/Detective	1.00		6,448	6,770	7,109	7,464	7,613
				37.20	39.06	41.01	43.06	43.92
P-27	Master Police Officer III	12.00		80,448	84,468	88,692	93,132	
	Master Police Officer III/Detective	3.00		6,704	7,039	7,391	7,761	
				38.68	40.61	42.64	44.78	
P-29	Sergeant	1.00			91,368	95,940	100,740	
					7,614	7,995	8,395	
					43.93	46.13	48.43	
P-30	Master Sergeant I	6.00			95,016	99,768	104,760	106,860
	Master Sergeant/Detective	1.00			7,918	8,314	8,730	8,905
					45.68	47.97	50.37	51.38

2016

**City of Des Moines - Index of Positions and Pay Schedule
Des Moines Police Management Association**

<u>Range</u> <u>Positions</u>	<u>FTE</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
PMA-34 Commander	2.00			117,912 9,826	123,804 10,317	192,996 16,083

<p align="center">2016</p> <p align="center">City of Des Moines - Index of Positions and Pay Schedule</p> <p align="center">Extra-Hire Employees</p>

		Pay Steps - Hourly							
<u>Range</u>	<u>Positions</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
EH-1	Facility Attendant I Office Attendant I Recreation Leader I	\$ 9.50	\$ 10.00	\$ 10.50	\$ 11.00	\$ 11.50	\$ 12.00	\$ 12.50	\$ 13.00
EH-2	Facility Attendant II Office Attendant II Recreation Leader II	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50
EH-3	Facility Attendant III Office Attendant III Recreation Leader III	11.50	12.25	13.00	13.75	14.50	15.25	16.00	16.75
EH-4	Landscaping Specialist Seasonal Harbor Aide Seasonal Maintenance Worker	12.00	12.75	13.50	14.25	15.00	15.75	16.50	17.25
EH-5	Domestic Violence Advocate Intern Paralegal	Hourly Rate: \$10.00 - \$25.00 per hour							
EH-6	Instructor	Hourly Rate: \$10.00 - \$50.00 per hour							
EH-7	Project Specific Work	Hourly Rate: \$10.00 - \$75.00 per hour							

Recreation Leader Positions

Leader I	Day Camp Leader; Pre-School Leader; Before & After School Leader; Teen Program Leader; Special Events Leader; Sports Leader; Scorekeeper
Leader II	Day Camp Supervisor; Before & After School Supervisor; Teen Program Supervisor; Day Camp Supervisor; Gym Supervisor
Leader III	Day Camp Director; Pre-School Director; Before & After School Program Director; Sports Camp Director; Special Recreation Assignment

2016
City of Des Moines - Index of Positions and Pay Schedule
Additional Compensation

DESCRIPTION

COMPENSATION

ALL EMPLOYEES

SAFETY COMMITTEE

Per Quarter

Representative

\$200.00

Alternate Representative

\$100.00

COMPUTER SUPPORT

2% of base wages while supporting computer services (Police Department Only)

Minimum No. of

WORKING AT A HIGHER CLASSIFICATION

Days to Qualify:

Non-Union

1st step of the higher pay range, or a 1 step pay increase, whichever is higher

5 Days

Teamsters - Local No. 763

1st step of the higher pay range, or a 1 step pay increase, whichever is higher

3 Days

Police Guild

5% of base pay, or the 1st step in the supervisory classification, whichever is higher

1 Full Shift

Plan 401 (Social Security Replacement)

Non-Union

5.00 % of gross wages

Teamsters - Local No. 763

5.00 % of gross wages

Police Guild

6.52 % of gross wages

Plan 457 - DEFERRED COMPENSATION

Non-Union

1.52% of gross wages

Teamsters - Local No. 763

0.353% of gross wages

GENERAL EMPLOYEES

Plan 457 - DEFERRED COMPENSATION

The City cashes and deposits 12 hours of sick leave to a 457 Deferred Compensation plan, provided minimum of 200 hours sick leave balance and less than 24 hours sick leave usage per calendar year.

TEAMSTERS - LOCAL NO. 763

STANDBY STATUS

Per Non-Working Hour On Call

\$1.00 per hour, or hourly rate x 5% x # of hours, whichever is greater

UNION CALLBACK COMPENSATION

1-1/2 x hourly rate with a 3-hour minimum

Plan 457 - DEFERRED COMPENSATION

The City cashes and deposits 1 or 2 hours of sick leave, depending on sick leave balances, to a 457 Deferred Compensation plan for Teamsters Union employees.

Based on the following schedule:

Sick Leave Bal. No. of Hours

Over 300 2

From 200 to 299 1

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City of Des Moines - Index of Positions and Pay Schedule
Additional Compensation

POLICE GUILD

POLICE EDUCATIONAL INCENTIVE PAY SCHEDULE

AA or AS Degree	2.5% of base wages
BA or BS Degree	4.0% of base wages
MA, MS, or MPA Degree	5.0% of base wages

POLICE TRAINING OFFICER'S INCENTIVE PAY

5% of hourly rate x # of hours

(To qualify, a training officer must have an active assigned trainee a minimum of 24 hours per qualifying pay period or must have an active assigned training reserve officer a minimum of 12 hours per qualifying pay period.)

POLICE STANDBY STATUS

Per Non-Working Hour On Call \$10.00 per Hour

EMERGENCY CALL-BACK 1-1/2 x hrly rate with a 3 hour minimum

(Called back to work in an emergency, more that one (1) hour before or one-half hour after normal duty hours.)

COURT APPEARANCE, TRAINING, OR MANDATORY MEETINGS

Outside normal schedule 1-1/2 x hrly rate with a 3 hour minimum

Plan 457 - DEFERRED COMPENSATION

The City cashes and deposits 2 or 3 hours of sick leave, depending on sick leave balances, to a 457 Deferred Compensation plan for Police Guild employees.

Based on the following schedule:

Sick Leave Bal.	No. of Hours
Over 300	3
From 200 to 299	2

POLICE PATROL

Patrol schedule consists of an 8 day work week, with 3 days on and 3 days off. Each workday is 12 hours in duration, resulting in a total of 2,190 hours scheduled per year. Because of this, each employee assigned to a 12 hour schedule receives an additional 55 hours of leave (Kelly time) every 6 months (Jan 1 - Jun 30 and Jul 1 - Dec 31).